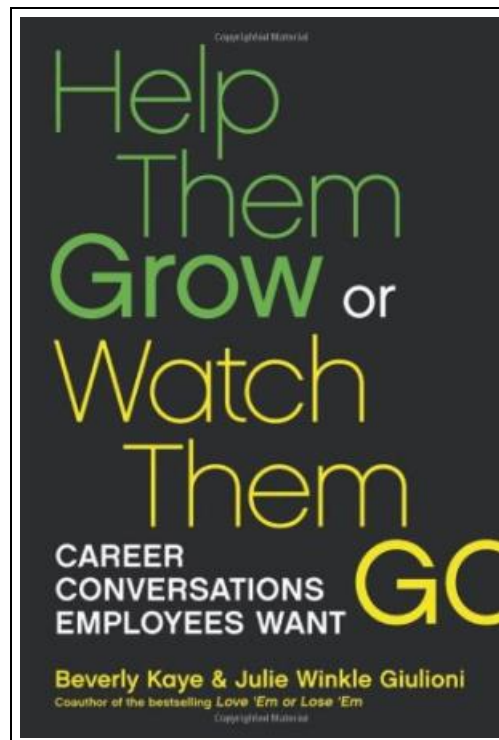


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HELP THEM GROW OR WATCH THEM GO: CAREER CONVERSATIONS EMPLOYEES WANT

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